



**REGULAR BOARD MEETING**

**City Council Chambers**

**14400 Dix Toledo, Southgate, MI 48195**

**BOARD OF  
EDUCATION**

PRESIDENT

PAUL C. KNOTT

**DATE: December 16, 2014**

VICE PRESIDENT

REBECCA REED-HALL

**TIME: 7:00 P.M.**

SECRETARY

DR. DARLENE L. POMONIO

**BOARD MEMBERS PRESENT:** Craig, Hayhurst, Knott, Murray, Owen, Pomponio, Reed-Hall

**BOARD MEMBERS EXCUSED:**

TREASURER

W. KIRK HAYHURST

**ADMINISTRATION PRESENT:** Hainrihar, Pastor, McLachlan

TRUSTEES

JASON CRAIG  
SUE MURRAY  
PATRICK OWEN

**ADMINISTRATION EXCUSED:**

The pledge of allegiance was recited.  
President Knott read the District Mission and Vision Statement.

**REVISIONS/APPROVAL OF AGENDA**

2014/15-312 It was moved by Dr. Pomponio, supported by Ms. Reed-Hall that the board approve the December 16, 2014 Regular Board Meeting Agenda.

**ADMINISTRATION**

SUPERINTENDENT

LESLIE HAINRIHAR

**YES:** Craig, Hayhurst, Knott, Murray, Owen, Pomponio, Reed-Hall  
**NO:**

BUSINESS AND FINANCE

DIRECTOR

THERESA MCLACHLAN, C.P.A.

**CITIZENS COMMENTS ON DISCUSSION OR ACTION ITEMS**

None

CURRICULUM/FEDERAL

PROGRAMS DIRECTOR

JILL PASTOR

**ATTENTION TO STUDENT GOVERNMENT REPRESENTATIVES**

Anderson High School student representative Ms. Frank announced that any student interested in taking a free ASVAB test should see Counselor Mrs. O'Connor, the test will be January 14, 2015. Auditions for the spring musical "Back to the 80's" will be Wednesday after school. Cocoa and Cram Link leaders will be tutoring for exams January 12 and 13<sup>th</sup>. Choir concert is tonight at 7:00p.m. and the Band concert is Thursday Dec 18 at 7:00 p.m.

HUMAN RESOURCES

DIRECTOR

MARY HILDEBRANDT

Anderson High School student representative Mr. Swinehart announced the winter sports programs have kicked off their season this includes; Figure Skating, Varsity Hockey, Varsity Bowling, Varsity and J.V. Wrestling, Varsity and J.V. Competitive Cheer, Varsity and J.V. Basketball. The National Honor Society hosted a blood drive for the American Red Cross. He thanked the 40 staff, students and community members who donated blood. 120 lives will be saved through that donation. He wished a Happy Holiday season to everyone on behalf of AHS.

Asher Student Representative Mr. Isue informed the board he will be graduating in January and has enjoyed his time as the student rep for Asher. SACE cares is getting ready to distribute 203 food baskets and presents for 233 children. Contributions this year have surpassed the expectations. Between 2:00p.m. and 7:00p.m. the elves will be at work for the distribution. The News Herald will be on hand to cover this event. On behalf of Asher he wished everyone a very Merry Christmas and a Prosperous & Happy New Year.

## PRESENTATIONS

Anderson Entrepreneurship Class: VEI Program-trip to Tennessee. Mrs. Christine Barlage and students Michael Smith-Chief Marketing Officer of Innovations-a VEI international company, and Madeline Holthe-Chief Marketing Officer of Titan Enterprises gave the board a Power Point presentation of their recent trip to Tennessee. This trip offered the experience of a Trade Show; time management, planning, accounting, fundraising and trade show set up were some of the skills these students gained.

They reviewed the purpose, their products and the promotional aspects of the companies that are part of VEI; Global Gate, Titan Enterprises and Innovations each had to develop sales techniques, flyers and promotional items that would be used as incentives. The distribution process, sales, accounting and shipping were also focused on.

Team meetings were held daily in Tennessee, information was reviewed as well as tips for improving sales techniques such as utilizing I Pads to track invoices and electronically send receipts. They learned how to network and experience a real world setting for their companies. There were scholarship opportunities at the trade show the students were eligible for.

After returning from Tennessee the companies focused on the distribution of the items they sold. The students thanked everyone for their support in making this trip happen and both expressed how much they learned through this experience.

## DISCUSSION

Finance Report-Ms. McLachlan said she is wrapping up the final reporting requirements for the year. One of which is our qualifying statement. With MDE's approval this allows us to borrow on our state aid note, issue bonds if we were to do so. It is a questionnaire that certifies we have a DEP on file and are in compliance with laws and regulations and we are not in default on anything. We received this approval on Dec 2. In addition the process for the refunding bonds continues this will take place on Feb 5, 2015. We are working with our team of underwriters, bond counsel and financial advisors.

Curriculum Report-Ms. Pastor gave the board a Power Point presentation that provided a look at the sample questions for the M-Step test. 86% of Michigan schools will be taking this test online. Teachers will be able to utilize these questions to get kids into the thought process as to what is involved in taking this type of test. She reviewed the icons that represent the tools a student can access to answer the questions; highlighter, strike-through and post-its' to name a few. At the end of the test there is a review so students can go back to review what they may not have finished.

Some of the practice questions have answer choices that do not correlate to the question. This may present challenges to our students with reading difficulties because we teach them to review the text for answers and in these cases they do not exist. Ms. Pastor did remind everyone that 86% of Michigan schools will be taking the same online test as us, so we are not the only ones to face this challenge.

HR Report-Human Resources Director, Mary Hildebrandt announced the retirements of Beacon Day Treatment Center Behavior Specialist, Nikki Swapp who has worked for Southgate Schools for 13 ½ yrs and Sandy Mault-Administrative Assistant for Southgate Schools for 18 years. Both ladies will be retiring by the end of this month.

Superintendent's Report- Ms. Hainrihar reviewed her Second Quarter report on the Superintendent's Goals with the board:

Employee Evaluations-She has provided administrator professional development on teacher observations and coaching conversations on the post teacher evaluation meeting. Assisted a committee of teachers and administrators on developing a draft of the teacher effectiveness rating scale, that form will be ready in January.

Student Enrollment-A target date of March 20, 2015 is set for all buildings to submit their enrollment, projections, scheduling numbers and projected staff needs for the 15/16 school year. Scheduling will be done by the end of March and staffing exercises will begin after that. The next school of choice enrollment period will be by mid-February to mid-March pending board approval. This will begin with kindergarten students entering in the fall of 2015, and may expand to other grades once the supplemental count is completed in February. The school of choice program is one of the Best Practices that we must meet in order to secure additional funding from the state.

Strategic Plan-During this quarter the FIT committee scheduled a Munetirx presentation. This company provides a software program that allows a deeper level of analysis of our financial information data or FID report, and a comparative analysis of our district to districts similar to ours. The FIT committee also completed a priority and ranking list of the financial challenges for the district and will finalize the topics to be addressed, a three year calendar and a committee structure this will be finalized in January or February.

ILDT- Continues to review and revise the perception surveys, these are required in our accreditation process. These surveys must be finalized in February or March. The ILDT also sponsored a professional development session on project based learning. Project based learning is offered as an instructional strategy in support of an earlier goal to increase daily attendance across the district especially at the secondary level. The presentation tonight was good indication of when the students are engaged in real life activity and the successes that are realized with a culminating activity.

Professional Development and Instructional Practices-Continued to provide PD at all administrative staff meetings by modeling instructional strategies and practice on our evaluation model. She delivered an optional PD on Dec 10<sup>th</sup>. Areas where extra coaching was needed were the focus. Approx. 20 staff members attended and asked if more PD like this can be offered in the future.

DEP-Overtime pay without prior consent from Ms. Hainrihar or Ms. McLachlan has been eliminated. One administrative assistant position has been eliminated effective Feb 2015. Positions vacated through retirement or resignation, continue to be targeted as to whether to fill the vacancy or restructure the job to realize savings for the district. Continued work with bargaining units to remove prohibited language from contracts in order to allow us to meet the Best Practices Goals set by the state and realize an additional \$50 per student.

School Safety-The Rapid Response Team committee has finalized a draft of procedures to be implemented in the district as required by the new law. Schools must have a plan in place if we were to experience a cardiac incident during the school day or at after school activities. This document will be adopted in January and implemented in all of our buildings in February.

All of our AED's have been inspected; expired pads have been replaced or are on order. Work orders have been completed; devices were moved to more common areas mainly in the office area. No matter what building you are in you will have some idea where to look for that device.

District Crisis Response Planning Committee chairpersons have met once and will finalize the model we will use to revise our plan. They will set their calendar of meetings and committee structure. That work begins in earnest in January.

Student Growth-5 buildings have completed one set of data analysis. Including data walk summaries. The remaining buildings will complete their work in the spring. All buildings will complete a needs assessment survey with staff during the January PD day; this is a required component which prepare the school improvement plans. Work continues on the intervention plan for Allen Elementary which is a focus school, and as a district we continue to focus on improving student engagement and higher order thinking skills as our strategies to increase academic growth

Other- Preliminary work has begun to improve our building and district calendars on the website. The district google calendar has more dates on it. Parents will be able to use the drop down box to choose the building calendars and pull info off of it. Building administrative assistants will be trained on google calendars and then will put the info on their own building calendars, making it easier for parents to use one calendar and find all the information they need from each building.

In partnership with the News Herald we are working on a monthly insert that will highlight information from our district, in cooperation with sponsors to celebrate the good things about Southgate Schools. The committee has met and finalized some general topics for the insert.

Final revisions of the policy manual were submitted to NEOLA. It is in the final stage of production and we should have it by the end of January.

The Superintendent's Facebook page has over 2100 users and continues to grow. A recent post garnered 5000 views. It is good news for Southgate and a great joy for Ms. Hainrihar. She concluded by stating she enjoys her work and thanked the board for the opportunity.

#### **CONSENT**

2014/15-313 It was moved by Dr. Pomponio, supported by Ms. Reed-Hall the board approve the December 2, 2014 Regular Board Meeting Minutes.

YES: Craig, Hayhurst, Knott, Murray, Owen, Pomponio, Reed-Hall  
NO:

2014/15-314 It was moved by Dr. Pomponio, supported by Ms. Reed-Hall the board approve the HR updates as presented.

YES: Craig, Hayhurst, Knott, Murray, Owen, Pomponio, Reed-Hall  
NO:

**ACTION**

None

**EMPLOYEE REPRESENTATIVES**

None

**CITIZENS COMMENTS**

None

**INFORMATION/ANNOUNCEMENTS**

Dr. Pomponio wished Happy Holidays to parents, students and the staff of Southgate.

Ms. Murray announced the Southgate Anderson Wrestling Team will compete in the Wayne County Tournament on Saturday December 20<sup>th</sup> at Roosevelt High School. She congratulated Mr. Rebekka for his support of the wrestling program and his recent winning of a quarter of a cow.

Mr. Hayhurst commentary: 'Up to now I have remained silent on the election results here in Michigan. Unfortunately there is little to say; except that we got what we voted for or in too many cases what we chose not to vote against. I thought it was interesting that the ink was not dry on the election results when our governor announced that he planned to raise taxes to fix the roads. I hope all of his supporters are happy. I don't recall that being among his campaign promises. But I'm not surprised I'm still waiting to see the billion dollars he claimed he gave to public education during his 1<sup>st</sup> term. So what has our newly re-elected governor proposed-let's pave the roads with our children's education: Everyone agrees the roads need help. The Michigan senate passed a straight-up increase in the gas tax to pay for it, but in their continuing effort to duck responsibility the state house leadership has come up with a plan to pay for better roads with current gas tax revenues that are now specifically designated as money for public education. To the tune of \$700 million per year or \$500 per student...Let Lansing know that you want better roads but not on the backs of our kids.'

Mr. Knott stated that this meeting is the last meeting for Ms. Murray. He commented that she has served the district well for 12 years, is a former Shafer graduate and has held each office on the Board of Education and also received the Presidential Recognition Award, which is one of the highest awards a board member can receive. This is also her birthday and Mr. Knott wished her a Happy Birthday as well.

The board presented Ms. Murray with a plaque and a school bell to honor her service to the Southgate Community School District.

Ms. Murray shared her many memories and accomplishments during her years as a board of education member. She thanked her family, current and past board members and the community. She said she will miss so many aspects of her position, and left the board with this one thought, "Remember to always put the best interests of our students first."

**WORK SESSION**

Mr. Knott informed the viewing audience the board would be moving into a work session at 8:15 p.m.

**ADJOURNMENT**

2014/15-315 It was moved by Dr. Pomponio, supported by Ms. Reed-Hall the board adjourn the meeting at 9:30 p.m.

YES: Craig, Hayhurst, Knott, Murray, Owen, Pomponio, Reed-Hall  
NO:

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Dr. Darlene Pomponio-Secretary  
Board of Education







